

## CWA Contract Changes for FY2026

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June 25, 2025

On June 23, 2025, The University of New Mexico (UNM) and CWA came to agreement regarding the renegotiation of the CWA Collective Bargaining Agreement. The term of the Agreement is July 1, 2025 through June 30, 2028. The Agreement consists of a four percent (4%) Mass Salary Update (MSU) effective July 1, 2025.

In addition to the negotiated MSU increase the below items were negotiated.

### **Article 7: Wages and Allowances, Section A**

- MSU increase criteria
  - Employees must have been hired prior to January 1, 2025 and have completed their probationary period prior to July 1, 2025.
  - Employees that have a centrally recorded 2024 Performance Evaluation must have a “Successful” rating listed on both the overall categories for job responsibilities and goals.
  - Non-probationary employees who have received a “Not Successful” rating listed on either of the overall categories for job responsibilities or goals may have the opportunity to raise their overall ratings. Any employees whose ratings have improved by September 5, 2025 will be provided with an updated performance evaluation, and it must be centrally recorded by September 19, 2025. If so, the increase will be processed effective the payroll period beginning October 04, 2025.

### **Article 12: Sick Leave**

- Definition of immediate family was updated to spouse, domestic partner of or is by blood, marriage, legal adoption, or foster a parent, grandparent, great grandparents, child, grandchild, great grandchild, brother, sister, niece, nephew, aunt, or uncle, first cousins and legal guardians or is living in the household of an eligible employee.
- Added language: Sick leave may be authorized for emotional and mental wellbeing of the employee.
- Added language under Section 7: Supervisors have discretion to take emergency situations into account if the employee is unable to call before the start of their shift. Departments may have additional specific provisions regarding call-in procedures for their areas. Failure to report an absence and to request sick leave in accordance with departmental procedures may be cause for denial of the leave and/or disciplinary action. Sick Leave may not be taken until the pay period following the date in which it was accrued.
- Added language under Section 8.2: Paid sick leave can be used to supplement unpaid FMLA Leave.
- Added Section 11 and the following language: All bargaining unit employees are entitled to all staff benefits that have not been limited or expanded by the terms of the contract and for which they are eligible. Employees are eligible to apply for Domestic and Catastrophic Leave benefits.

### **Article 13: Personal Leave with Pay**

- Definition of immediate family was updated to spouse, domestic partner of or is by blood, marriage, legal adoption, or foster a parent, grandparent, great grandparents, child, grandchild, great grandchild, brother, sister, niece, nephew, aunt, or uncle, first cousins and legal guardians or is living in the household of an eligible employee.
- Added language: This leave can be taken intermittently, and employees may use sick leave to supplement this leave.

### **Article 17: Access of Union Officials to University Premises**

Two sections were added to this Article to clarify parameters around distribution of Union literature and communication via the UNM email system.

- Section 2 language: Designated Union Officials/Representatives who are on non-work time may distribute Union literature on Employer facility grounds in public non-work areas. The distribution shall not interfere with Employer operations or present a security or confidentiality breach.
- Section 3 language: Designated Union Officials/Representatives are authorized to make reasonable use of email to communicate with employees in the bargaining unit for purposes of investigating and processing grievances and communicating with the Employer.

### **Article 23: Union Rights and Excused Absence for Union Duties**

The title of the article was updated to include Union Rights which is commonly found in Collective Bargaining Agreements.

Definitions for Union Staff, Union Officer, and Union Steward were added, and CWA codified that CWA will provide UNM with a list of CWA Staff, Officers, and Stewards upon any changes to include contact information.

- “Union Staff” means non- UNM employees paid by the Union who are authorized to act on behalf of the Union including administering the Agreement.
- “Union Officer” means a UNM Employee elected as President, Executive Vice- President, Secretary, Treasurer, Agency Vice-President, or as Regional Vice- President, or other elected leader, who has specific duties and is authorized to act on behalf of the Union and administer this Agreement.
- “Steward” means a regular full-time and regular part-time or retired UNM Employees authorized by CWA the local 7076 to administer this Agreement.

### **Appendix F: Salary Structure**

The new staff salary structure will be updated and will be effective July 1, 2025.

*\* Contract term is July 1, 2025, through June 30, 2028.*